

# Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS

## 2023 Fair Registration Practices Report

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Prepared for the Office of the Fairness Commissioner (OFC)



**FAIRNESS** COMMISSIONER  
COMMISSAIRE À L'ÉQUITÉ

### Content

1. Background
2. Organization information
3. Registration requirements
4. Third party assessments
5. Accomplishments, risks and mitigations
6. Changes to registration practices
7. Membership and application data
8. Changes Related to New Legislative and Regulatory Requirements

Glossary of terms

# 1. Background

Under section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA), which is substantially similar to section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA),

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC’s enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

## 2. Organization information

<b>Organization name</b>	Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS
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## 3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS

Licensing requirements (brief description for each requirement listed):

<b>Profession/ Trade Name</b>	Engineering Technician and Technologist
<b>Academic requirement</b>	C.Tech. (technician) equivalency to a 2-year post-secondary program in engineering technology or applied science C.E.T. (technologist) equivalency to a 3-year post-secondary program in engineering technology or applied science
<b>Experience requirement</b>	C.Tech. - Two years of experience (post-graduation) at the level of a technician. Up to 1 year of co-op

	experience may be granted if academic program is TAC (Technology Accreditation Canada) accredited or supervised by a C.E.T. or P.Eng. C.E.T. only - All of above PLUS at least 6 months experience at the level of technologist.
<b>Language requirement</b>	Proof of English language proficiency equivalent to a Canadian Language Benchmark (CLB) Level 7 for all skills (listening, reading, writing and speaking) is required for OACETT certification. Canadian-educated applicants meet the English language proficiency requirement by graduating from a Canadian two- or three-year post-secondary engineering technology or applied science program.
<b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b>	C.Tech. and C.E.T. - Success passing of the Professional Practice Exam (PPE) or Internationally Educated Professional Practice Exam (IEPPE). C.E.T. only - Completion of a Technology Report (or equivalency by completing a TAC (Technology Accreditation Canada) accredited post-secondary program or recognized program by International Accords)

### 4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

<b>Organization name</b>	<b>Function</b>
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Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS takes the following measure(s) to ensure fair and timely assessments:

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## 5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

### A. Accomplishments

1	Updated Professional Practice Exam (PPE) and Internationally Educated Professional Practice Exam (IEPPE) to include changes to OACETT's governance structure and use of gender-neutral language.
2	Launch of updated OACETT website which included clearer font and language, increased use of graphics instead of text, and overall enhancement to user ease and comprehension.

### B. Risks and Mitigations

Risk	Mitigation Measure
Certification decision reviews of submitted applications performed by a small number of file reviewers using different platforms. Could lead to over burden of reviewers.	Increased number of file reviewers and all are reviewing using the same online platform.

## 6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

## A. Registration requirements and practices

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Registration requirements either through regulation, by-law or policy	No	
Timelines for registration, decisions and/or responses	No	
Assessment of qualifications, including competency-based assessments and examinations	No	
Documentation requirements for registration	Yes	Introduced streamline student application process where at the time of application, they could provide alternative documents related to identification or academics. Alternatives include a class timetable, student identification card and drivers license
Changes to internal review or appeal process	No	
New or consolidated class of certificates or licenses	No	

Registration and/or assessment fees	Yes	Increase to PPE and IEPPE exam registration fees.
Access by applicants to their records	No	

## B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Resources or training to support applicants to move through the licensing process	Yes	Certification process flow chart added as a .pdf link from OACETT website. <a href="https://www.oacett.org/getmedia/5f73fd9c-533f-477d-9e3a-f2f598b7e93b/OACETT_certification-chart-web_mar2023_v05-(2).pdf">https://www.oacett.org/getmedia/5f73fd9c-533f-477d-9e3a-f2f598b7e93b/OACETT_certification-chart-web_mar2023_v05-(2).pdf</a>
Training and resources for staff who deal with registration issues	No	
Anti-racism and inclusion-based policies and practices	No	

## C. System partners

Registration process	Changes Made (Yes / No)	Description
Accreditation of educational	No	

program s		
Mutual recogniti on agreeme nts	Yes	TAC (Technology Accreditation Canada) secured signing of international accords related to certain engineering and applied science programs, which OACETT recognizes as being accredited in relation to our certification requirements. <a href="https://www.technologyaccreditation.ca/National_Accreditation/Nationally_Accredited_Program">https://www.technologyaccreditation.ca/National_Accreditation/Nationally_Accredited_Program</a>
Steps to increase accounta bility of third- party service provider( s)	No	

**D. Responsiveness to changes in the regulatory environment**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Other	No	
Emergency registration plans	No	
Technological or digital improvements	Yes	Newly updated OACETT website launched in March 2023
Steps to address labour shortages in the profession or trade	No	



## 7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year.

### A. Race-based data collected

	<b>Race-based data collected? (Yes or No)</b>
Members	No
Applicants	No

Additional description:

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### B. Other identity-based or demographic data collected

	<b>Other identity-based or demographic data collected? (Yes or No)</b>
Members	Yes
Applicants	Yes

Additional description:

Gender is requested at the time of application.
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### C. Languages of service provision

Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS makes application materials and information available to applicants in the following languages.

Language	Yes / No
English	Yes
French	No
Other (please specify)	

#### D. Membership Profile

Profession Name	Total Number of Members
Engineering Technician and Technologist	20049

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice Associate (Includes Students)	15313 4736	3293 774

Gender	Number of Members
Male	17723
Female	2306
X (includes trans, non-binary, and two-spirit people)	4
Other / not collected	16

Jurisdiction of Initial Training	Number of Members
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Ontario	15092
Other provinces and territories	646
United States	69
Other International	4242

<b>Country of Initial Training</b>	<b>Number of Members</b>
Canada	15738
India	1360
Philippines	486
Pakistan	185
Jamaica	183
United Kingdom	178
Venezuela	140
Sri Lanka	127
Ghana	106
Nepal	90
China	85
Thailand	81
Colombia	80
United States of America	69
Other Countries	1141

<b>Official language of preference</b>	<b>Number of Members</b>
English	20049

<b>Racial identity (optional)</b>	<b>Number of Members</b>
Not collected	20049

## E. Data Notes

A.4 - Only the Top 12 countries PLUS Canada and USA were included in the list of countries. The total included in "Other Countries" includes those places that are the originating academic country for less than 10 members.

## F. Applicant Profile

Profession Name	Total Number of Applicants
Engineering Technician and Technologist	1497

Gender	Number of Applicants
Male	1231
Female	263
X (includes trans, non-binary, and two-spirit people)	1
Other / not collected	2

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Other provinces and territories	31	0
United States	10	0
Other International	172	5
Ontario	1284	12

Country of Initial Training	Number of Applicants
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Canada	1315
India	93
Philippines	31
Iran	11
United States of America	10
Pakistan	7
Nigeria	6
Australia	5
Iraq	4
Bangladesh	3
China	3
Hong Kong	3
Jamaica	3
Malaysia	3

<b>Official language of preference</b>	<b>Number of Members</b>
English	1497

<b>Racial identity (optional)</b>	<b>Number of Members</b>
Not collected	1497

### **G. Data Notes**

New applicants are considered to be related to the following four application types: New Member - C.Tech.; New Member - C.E.T.; New Member - Student; New Member - Provincial Transfer

### **H. Application Decisions**

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

<b>Jurisdiction of initial training</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>Withdrawn</b>
Other provinces and territories	31	0	0
United States	10	0	0
Other International	172	0	0
Ontario	1284	0	0

## I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

<b>Class of registration</b>	<b>Total new registrants by class</b>	<b>Number of internationally educated registrants</b>
Full / General/ Independent Practice Associates	28 1440	0 106

## J. Data Notes

The .pdf of the report includes a prepopulated statement that reads: During the 2023 reporting year, Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS registered a total of 1497 new registrants. NOTE: 1497 is the number of applications received, but we registered a total of 1468 new memberships (Award Associate Membership PLUS Award Provincial Transfer C.Tech. PLUS Award Provincial Transfer C.E.T.) Applications received at the end of the calendar year, would not be registered in that same calendar year, but rather the next, and that is the reason for the variance. Applicants being registered are considered this at the first point of

being added to the OACETT Public Registry; for all new applicants for C.Tech. or C.E.T., they will first be registered as an ASSOCIATE member. The only new applicants that are immediately certified (or Full/General/Independent Practice) are provincial transfers, who bypass being awarded ASSOCIATE membership, and are listed as being CERTIFIED at the initial point of being added to the Public Registry. New student members are also registered as ASSOCIATES.

## K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	0	0
Other provinces and territories	0	0
United States	0	0
Other International	0	0

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
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Ontario	0	0
Other provinces and territories	0	0
United States	0	0
Other International	0	0

**Issues raised in reviews and appeals** can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals

**Internationally trained applicants** face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants

## L. Data Notes

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## 8. Changes Related to New Legislative and Regulatory Requirements



By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A.** Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B.** Streamline language proficiency testing requirements.
- C.** Provide for the continuity of registration processes during emergency situations.
- D.** Set registration time limits. (FARPACTA only)

Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS has made the following changes to comply with these new legal obligations:

## **A. Canadian Experience**

**Change required: No changes required**

Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).

## **B. Language Proficiency Testing**

**Change required: Yes**

Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:

Wording added to website to inform applicants that OACETT now also accepts all tests as included in the updated FARPACTA legislation.

Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS offers applicants the following options to demonstrate language proficiency.

- IELTS (General)
- CELPIP (General)
- TEF Canada
- TCF Canada
- Education in English or French
- Other (please specify) Graduate from a recognized country (see website)

### C. Emergency Registration

**Change required: No changes required**

Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS has taken the following measures to comply with requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).



### D. Registration timelines (FARPACTA Regulators only)

**Profession: Engineering Technician and Technologist**

i. Domestic Labour Mobility Applicants

9.1 (4) of FARPACTA prescribes that regulators must make a registration decision within 30 business days from the time that they receive a complete application “and everything required by the regulated profession in respect of the application.”

Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS requires the following documentation before beginning to count the 30-day registration

time-period. This would be the starting point of the registration process for the purpose the data summarized below.

- Completed application form
- Payment of fee
- Other (please specify) Transcript

For domestic labour mobility applications received between January 1, 2023 and November 30, 2023, registration timelines and outcomes are summarized below:

Registration decisions	30 days or less	More than 30 days
<b>Full registration granted</b>	25	0
<b>Alternative registration granted</b>	0	0
<b>No registration granted</b>	0	0

ii. Internationally Trained Individuals

Sections 5 and 6 of Ontario Regulation 261/22 made under FARPACTA establish two-time standards for ITIs:

- **A six-month time limit** for a regulator to make a registration decision following receipt of everything that it requires in respect of an application for registration. (This time limit must be met in 90% of all cases.)
- **A 12-month standard** for the regulator to report on its ability to register ITIs, who are eligible for registration without condition, from the earlier of the date that:
  - (a) the regulated profession receives everything it requires in respect of the individual's application for registration, or
  - (b) any third-party that assesses the individual's qualification on behalf of the regulated profession, receives everything it requires for this purpose.

Section 6 of the regulation further stipulates that the regulator's annual Fair Registration Practices Report shall include data on a regulator's compliance with the six-month standard, and its ability to meet the 12-month standard and, where the regulator has

been unable to meet this one-year standard, the steps that the regulator is taking to meet this target.

Ontario Association of Certified ENGINEERING TECHNICIANS and TECHNOLOGISTS requires the following documentation before beginning to count the six-month registration time-period for internationally educated individuals.

- Completed application form
- Payment of fee
- Other (please specify) Official transcripts; resume; job descriptions; employment references and language benchmark (if req'd)

Measures undertaken to date to comply with new registration time limits for internationally trained individuals are as follows:

We currently comply with the within 6 month time limit for registration decisions and are able to report this information within the requested 12 month standard.

Please note that new legal time limits came into effect as of July 1, 2023. Because of longer time periods for internationally educated applicants, regulators will only be required to report publicly on achieving these requirements in the 2024 Fair Registration Practices Report.

## Glossary of terms

**Applicant:** An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

**Domestic labour mobility:** Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

**Internationally educated / trained:** An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

**Jurisdiction of initial training:** For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

**Member:** An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

**Racial identity:** Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

**Registration requirements:** the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

**Third party service provider:** An external organization that assesses applicant qualifications on behalf of the regulator.